

# Safety & Health Council Of Greater Weste

Executive Director / CEO

EIN 440545291  
 MO · NTEE R30  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Kathleen S Zents, Executive Director / CEO** (\$84,011) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

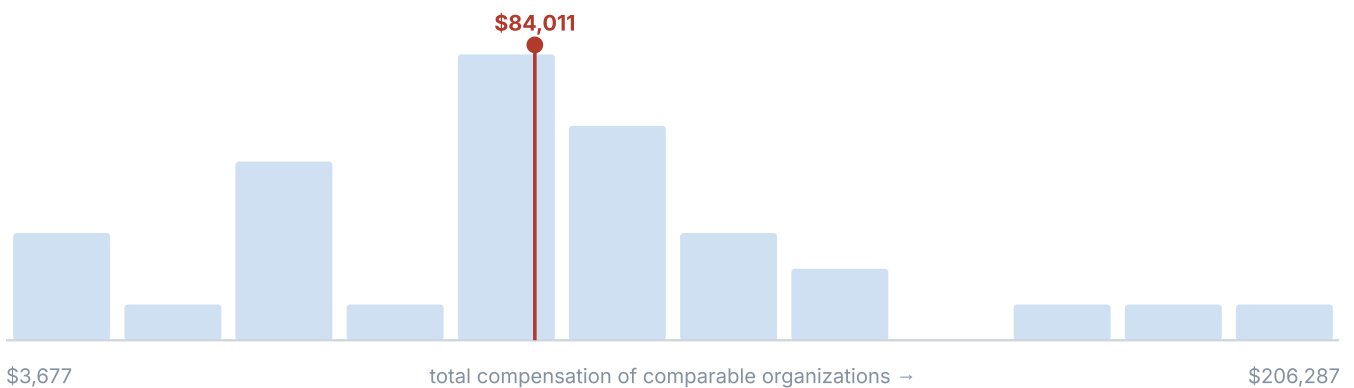
Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kathleen S Zents — reported title "Secretary", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R30).	
BUDGET	Total revenue between \$259,038 and \$579,937 — 0.67x to 1.50x the subject's \$386,625 (the band tightens as size grows).	
GEOGRAPHY	Same NTEE sector (R30), nationwide + budget 0.67–1.5x revenue.	
	32 organizations qualified on sector, size, and geography	→ 32 within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$33,038	\$52,882	\$80,045	\$105,567	\$130,397	\$84,011
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## ● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MO cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Cntr For Religious Liberty &amp; Tolerance Inc</a>	NJ	\$393,348	Director	\$237,692	<b>\$206,287</b>	2023
<a href="#">Dimensions Educational Consulting</a>	MA	\$404,449	Ceo And Executive Director	\$200,000	<b>\$174,697</b>	2023
<a href="#">Flourish Collective</a>	CA	\$363,704	Ceo	\$158,990	<b>\$129,621</b>	2024
<a href="#">Community Mediation Center</a>	TN	\$411,118	Executive Di	\$54,013	<b>\$52,223</b>	2025
<a href="#">The Network For Social Justice Inc</a>	MA	\$360,734	Executive Director	\$86,248	<b>\$75,337</b>	2023
<a href="#">Louisville Youth Group Inc</a>	KY	\$417,596	Executive Director	\$77,783	<b>\$78,900</b>	2024
<a href="#">Im From Driftwood</a>	NY	\$343,628	Executive Dir.	\$95,825	<b>\$81,754</b>	2024
<a href="#">Patrol Stories Inc</a>	TX	\$339,693	President	\$116,654	<b>\$110,173</b>	2024
<a href="#">Mccj Inc</a>	FL	\$333,608	Executive Director	\$112,000	<b>\$99,339</b>	2024
<a href="#">Communities United For People</a>	OR	\$445,780	Co-director	\$79,576	<b>\$71,832</b>	2023
<a href="#">White Awake</a>	MD	\$325,386	Executive Di	\$147,824	<b>\$130,483</b>	2024
<a href="#">American Arab Civil Rights League</a>	MI	\$323,637	Exective Dir	\$100,000	<b>\$97,452</b>	2024
<a href="#">World Trust Educational Services Inc</a>	CA	\$452,232	Co-exec Dir	\$105,703	<b>\$88,722</b>	2023
<a href="#">Colage</a>	RI	\$452,357	Executive Director	\$89,680	<b>\$81,190</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Richmonders Involved To Strengthen Our Communities</a>	VA	\$320,782	Lead Organizer	\$80,000	<b>\$75,084</b>	2023
<a href="#">The Witness Institute</a>	MD	\$316,052	Executive Director	\$192,859	<b>\$170,235</b>	2024
<a href="#">Arab Film And Media Institute</a>	CA	\$307,253	Executive Director	\$50,000	<b>\$40,764</b>	2024
<a href="#">100 Black Men Of West Georgia Inc</a>	GA	\$301,440	Coo	\$47,593	<b>\$46,516</b>	2023
<a href="#">Mancos Valley Resources</a>	CO	\$294,061	Administrator	\$35,544	<b>\$32,179</b>	2024
<a href="#">Utah Center For Legal Inclusion</a>	UT	\$281,041	Executive Director	\$93,692	<b>\$90,536</b>	2024
<a href="#">Intercommunity Justice &amp; Peace Cent</a>	OH	\$278,990	Executive Di	\$75,000	<b>\$75,000</b>	2024
<a href="#">Ohio Immigrant Alliance</a>	OH	\$276,851	President	\$8,820	<b>\$8,820</b>	2024
<a href="#">Be Present Inc</a>	GA	\$268,392	Co-leader Of Transformative Action/ceo	\$18,750	<b>\$18,326</b>	2023
<a href="#">Multicultural Coalition</a>	NE	\$508,132	Exec Direct	\$72,307	<b>\$73,427</b>	2024
<a href="#">Main Street Hanover Inc</a>	PA	\$261,517	Executive Di	\$4,008	<b>\$3,677</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MO cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT 32 organizations. Compensation range \$3,677–\$206,287; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$386,625); for reference, expenses \$362,552 and assets \$30,082.
ROLE MATCH	Kathleen S Zents, reported title " <i>Secretary</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	56 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Kathleen S Zents) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 32 similarly situated organizations (Same NTEE sector (R30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,011 is reasonable (approximately the 56<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.